



DEPARTMENT OF THE NAVY

USS ANZIO (CG 68)
FPO AE 09564-1188

5354
Ser CG68/082
15 May 15

From: Commanding Officer, USS ANZIO (CG 68)

To: Commander, Carrier Strike Group Two

Subj: CLIMATE ASSESSMENT EXECUTIVE SUMMARY FOR USS ANZIO (CG 68)

Ref: (a) OPNAVINST 5354.1 (Series)

1. Per reference (a), USS ANZIO (CG 68) completed a Command Climate Assessment. The purpose of the climate assessment is to determine the health and mission readiness of the unit. This was accomplished utilizing the triangulation method as defined in reference (a), enclosure 1.

2. The Command Managed Equal Opportunity (CMEO) administered a DEOMI Equal Opportunity Climate Survey (DEOCS) that concluded 23 February 2015. I conducted a Climate Survey Report review and designated my Command Action Team on 20 March 2015 with input from my Executive Officer, Command Master Chief, CMEO Coordinator, and Assistant CMEO. Focus groups and individual interviews were held between 31 March 2015 and 20 April 2015. Focus areas for ANZIO's 2015 Climate Survey included:

- a. Command Climate/Organizational Commitment
- b. Job Expectations
- c. Performance Recognition

3. Reason for command assessment: 90 day reporting.

4. Command demographics included: 324 personnel assigned, 165 personnel surveyed.

Minority	Majority	# of Women	# of Men	# of Officers	# of Enlisted	#of Civilian
33.33%	52.12%	5	160	24	141	N/A
Amer. Indian Alaskan Native	Asian	Black or African American	Native Hawaiian/ PI	White	Hispanic	Two or More
1.21%	1.21%	14.55%	0%	56.97%	12.12%	7.27%

5. Areas of strength identified:

- a. Lack of Racial/Religious Discrimination

Subj: CLIMATE ASSESSMENT EXECUTIVE SUMMARY FOR USS ANZIO (CG 68)

b. Sexual assault reporting knowledge

c. Esprit de corps

6. Areas of concern identified:

a. Fear of Reprisal

b. Organizational effectiveness amongst senior enlisted personnel

c. Favoritism

7. Conclusions/Summary

a. A review of the areas of concern identified by the survey was completed by ANZIO's CMEO and Command Assessment Team. I continue to watch these areas closely, and along with my leadership team, am actively engaging at all levels of the command to address and improve these areas of concern.

b.

(b) (5)

c. Organizational effectiveness amongst senior enlisted personnel. I attribute comments made referencing organizational effectiveness amongst senior enlisted personnel to be in part due to the command's uncertain future and high operational tempo while numerous changes were made to the schedule over the past several years. (b) (5)

(b) (5)

(b) (5). I have made every effort to reinvest in the ship to bringing her back to optimal readiness with the funding and time available, while both communicating and working to stabilize the near term schedule.

d. Favoritism.

(b) (5)

(b) (5)

(b) (5)

I have directly communicated to every

Subj: CLIMATE ASSESSMENT EXECUTIVE SUMMARY FOR USS ANZIO (CG 68)

paygrade throughout my debriefs that I do not accept or tolerate favoritism in any way. I have expressed that I do hold a separate, and higher standard for my Officers and Chief Petty Officers. I have taken aggressive action realigning all duty sections to ensure a fair, balanced and consistent execution of all watchstanding requirements. I personally review and sign all watchbills.

e. A large portion of the survey's written comments focused on lack of support, funding and commitment from "Big Navy" based on prior decommissioning and lay-up uncertainty.

8. Recommendations. All areas of concern are extremely important to the command leadership; however I do not feel those mentioned above reach a threshold to cause degradation to the Command's climate or mission. As well, this survey was the most positive, respectful survey I have ever read. I will continue to actively monitor and assess command climate, ensuring all Sailors onboard never doubt that they have a voice and will receive an appropriate and actionable response. Emphasis will continue to be placed on maintaining a respectful and professional work environment, that supports dignity and respect for all hands.

(b) (6)

B. K. SORENSON